



Athena SWAN at MIC

Welcome to the Spring edition of the Athena SWAN e-zine. This month marks a year since we achieved our Institution Bronze Athena SWAN award and we have a jam-packed newsletter to update you all on progress that has been made. International Women's Day was celebrated in style with a week-long schedule of events and our EDI blog continues in this edition. There is a range of events and training opportunities upcoming and an overview of the Framework for Consent in Higher Education Institutions and the Active* Consent Programme.

If you want to read more on the background to Athena SWAN you can see our previous e-zines at [this link](#).

Further information is available on our webpage [here](#).

Read the Athena SWAN Action Plan [here](#).

Athena SWAN in MIC Update

Action Plan Updates

Work is well underway at MIC implementing our four-year [Athena SWAN Action Plan to 2023](#) with over 50% of actions now in progress.

This action plan which has now become the College's Gender Action Plan approved by our Governing Authority (*an t-Údarás Rialaithe*). Progress updates on the Gender Action Plan 2020 to 2023 are reported to the Equality Committee as a standing item on the agenda. The Gender Action Plan has been incorporated with our Annual Operating Plan to ensure that it is embedded in the organisational structures in MIC.

Core Meeting Times

Did you know that core meeting times for all College committees and boards are to be between 10am and 4pm? This was agreed at Executive Team and noted at *an t-Údarás Rialaithe* in June 2020. This is in support of Action 5.6.21 of our Gender Action Plan.

Athena SWAN Video

It is hard to believe that this time last year we announced our successful attainment of our Athena SWAN Bronze Institutional Award, and what a year it has been. To mark this milestone, we have developed a short video, [here](#). The video reflects on the importance of Athena SWAN within MIC and nationally.

Thanks to our colleagues for their involvement and also to Dr Ross Woods (HEA), Dr Victoria Brownlee and Sarah Fink (both Athena SWAN Ireland) who provided an overview at national sector level. Special thanks to Ben Sweeney and Dr Deirdre Flynn for their assistance in creating the video.



Arts Faculty SAT

Our Arts Faculty Self-Assessment Team is well and truly up and running. The group are busy conducting a thorough self-assessment of gender equality issues within the Faculty.

Working groups have been created to review (1) staff and student data, (2) career development and (3) survey development. A workplace survey will be circulated to all staff within the Arts Faculty and we encourage everyone to take part.

Recently, Dr Lydia Bracken (Assistant Dean, Equality, Diversity and Inclusion in the Faculty of Arts Humanities and Social Sciences, UL) gave a presentation to the SAT. Dr Bracken is Chair of the Faculty of Arts Humanities and Social Sciences, UL SAT which were the first Irish Arts department to achieve the Athena SWAN Bronze department award last year.

HEA Funding Calls for 2020/2021

HEA | AN tÚDARÁS um ARD-OIDEACHAS
HIGHER EDUCATION AUTHORITY

*Senior Academic Leadership Initiative
(SALI)*

MIC submitted an application for the Senior Academic Leadership Initiative (SALI) on 29 January for one Professorship post in the area of Social Inclusion. Results are due from the HEA in May. These posts will be new and additional to the sector, i.e. they are in addition to the existing Employment Control Framework (ECF), and they will be funded through new and additional funding provided specifically to help progress gender balance among academic staff at senior levels.

Note there is one more round of SALI where 10 more posts will be available to apply for. Read more about the SALI initiative [here](#).

Gender Equality Enhancement Fund

MIC were successful in their application for funding for development of a training programme in collaboration with Carlow IT, Carlow College, Waterford IT, Limerick IT and ShoutOut. The funding is under the HEA's Gender Equality Enhancement Fund. The training programme aims to combat stereotyping, explore gender roles and unconscious bias as well as sexual orientation and gender identity minority groups to foster gender balance, tackle gender biases, and invoke inclusion for the LGBTQ+ community within our educational community. Pilot training sessions will be delivered in May and July so keep an eye out for emails inviting you to participate. The next funding call for applications to the Gender Equality Enhancement Fund is due in June and details will be circulated. Read more [here](#).

International Women's Day 2021

International Women's Day is marked annually on 8 March. This year, we celebrated a week-long festival of events. Thanks to everyone who attended and supported our International Women's Day events this year. A range of different topics were covered and there was great engagement from staff, students and the wider community throughout the week. Inspiration for this week's events came from 'FemFest', a festival hosted in MIC in 2019 highlighting the experiences and achievements of women. If you would like to get

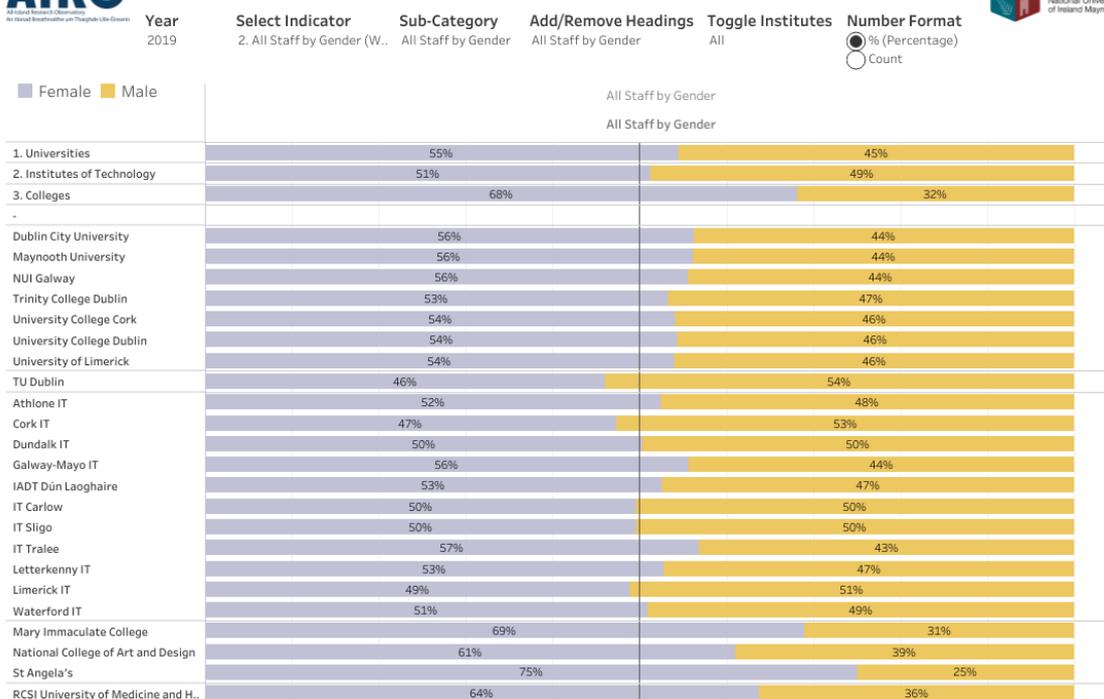
involved in similar events in the future including International Women's Day, International Men's Day and other diversity days/events, please do reach out to edel.foster@mic.ul.ie.



International
Women's Day

National Gender Equality Dashboard for HEIs

Earlier this month saw the launch of Ireland's National Gender Equality Dashboard for HEIs. Based on published *Higher Education Institutional Staff Profiles by Gender* from the HEA, this dashboard developed by AIRO at Maynooth University provides an interactive and comparative visualisation of key gender-disaggregated data from Irish higher education institutions (HEIs). The dashboard offers a valuable baseline (2017-2019) from which progress can be measured. Click [here](#) to access the dashboard.



DATA SOURCES - DOWNLOAD

MIC Equality, Diversity and Inclusion (EDI) Blog

We hope you enjoyed the first entry in our new EDI Blog from Dr. Eva Devaney. Many thanks to Eva for her contribution. The aim of our EDI Blog is to keep us connected with so many of us working off campus and apart even while on campus. Topics can include tips on mental wellbeing, our colleagues' perspective on working on the frontline and on working from home with children, and much more.

Our second entry comes from Helen O'Dea (MIC Nurse):

My snowdrop

Today is Thursday 11th Feb 2021. Such a beautiful sight I saw when I pulled up my 'Black Out' blinds to reveal an awesome view of the city of Limerick. A blanket of snow covering the green foliage of grass and trees. The sun reflecting down, making the magical view shimmer. There were no people about, just a few early birds circulating. I had sown snowdrops in October. I had not sown snowdrops since I miscarried my

last baby. I had two healthy sons and felt very grateful for my boys. I wanted to mark this lost baby, and I sowed snowdrop bulbs thinking this was about the size of my baby at 12 weeks. My eldest son helped me and he was fascinated that a baby could be that small to start with. He was 5 years old. We both enjoyed the ritual and said prayers over the burial site.

I forgot all about this ritual, until my small son came running into the house the following spring calling me, 'Mammy, Mammy', your babies are up. I went out to the garden and knelt down and kissed the snowdrops with my lips and baptised my baby with my sacred tears. I have left that house 18 years ago and often think about the snowdrops in that hallowed ground.

This October I was in B&Q, my son had just announced that himself and his wife were expecting their first child. I wasn't paying particular attention to the garden centre as my new husband is the Gardener in our house. In front of me was a beautiful picture of snowdrops and I felt a great urge to sow them.

And so today with my world so quiet and shining bright I went out and knelt down and kissed my snowdrops. I looked at the small flower, her head bent so elegantly and gently swaying in the breeze. Because it is her first year here, there is not a clump of flowers just 4 in a little circle surrounding green leaves like little knives sticking out of the earth. There are three enfolding white leaves on her gentle bent head with a crown upon her head of green and white.

I wanted to be the observer of the object but found only gentleness, humility, purity, strength, beauty, abundance, silence, gracefulness, and wisdom.

How wise the snowdrop is to surround herself with other snowdrops staying close to the green tall foliage leaves to protect herself. She stays close to the ground with her little head above the snow.

What a great teacher you are to me today little snowdrop. How wise, encouraging and affirming you are. I see my own need to be in a group of like-minded people. We are very alike you and I little snowdrop. The observer and the object under observation. We are not the same but we are connected in my deep hearts core.

Tomorrow my son and his wife will have the 20 week scan.

Today my tears are joyful, in abundance for them and for me, the expecting granny.

Thank you God for my life. I have indeed been blessed.

How to submit an entry:

If you would like to submit an entry to our EDI blog, please get in touch. Some entries may relate to Covid-19 and our current situation - for instance staff may describe the "new normal" during Covid-19 and the activities people are engaging in to mind their mental health and wellbeing. Alternatively, some may wish to celebrate a diversity day in the EDI calendar with a thought, observation or poem. Ideas include:

- Your experience as an international MIC employee
- A new recipe from a cuisine common in a different continent that you've tried out

- Tips to overcome the challenge of working from home while balancing caring responsibilities
- A favourite book or poem you'd like to recommend that reminds you of inclusiveness or belonging
- Tips on minding your mental health and wellbeing during Covid-19
- What is the "new normal" for you? What is a day in the life at work during Covid-19?

Entries to be submitted to edel.foster@mic.ul.ie

Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions

In 2019, Minister of State for Higher Education, Mary Mitchell O'Connor T.D. launched the Framework for Consent in Higher Education Institutions: "[Safe, Respectful, Supportive and Positive – Ending Sexual Violence and Harassment in Irish Higher Education Institutions](#)".

The Framework aims to ensure the creation of an institutional campus culture which is safe, respectful and supportive. Institutions have a duty of care to their students and staff, and a responsibility to foster a campus culture that is clear in the condemnation of unwanted and unacceptable behaviours. In September 2020, the HEA requested a progress report on the implementation of the Framework for Consent in HEIs. All higher education institutions were required to develop and publish a specific institutional action plan on tackling sexual violence and harassment.

The Minister has broadened the remit of the HEA's Centre of Excellence for Gender Equality to cover Equality, Diversity and Inclusion, as well as oversight of the Consent Framework's implementation. In light of this, the Centre has been working to ensure that supports are in place to HEIs in their implementation of the Consent Framework and related actions.

The NUIG Active* Consent programme was developed to support positive and confident sexual health and well-being through Active* Consent. The programme has developed the #StartHere campaign. Read [here](#) for more information on this programme.

Tips on how to support the campaign below:

1. Follow on social media and share our campaign posts:

- **Facebook:** Active Consent at NUI Galway
- **Instagram:** @activeconsent
- **Twitter:** @activeconsent

2. Tag the above in posts you make about the “Start Here” campaign: #starthere #ibelievesurvivors

3. Use their social media gifs and stickers to show your support for the “Start Here” campaign, available on Instagram.

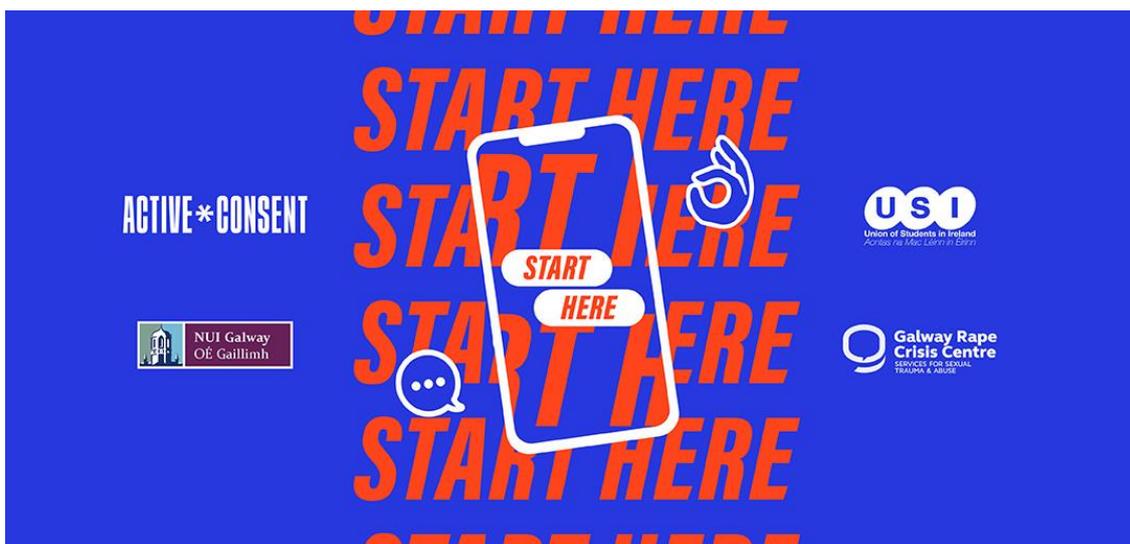
4. To hear more about the story of "Start Here," listen to this episode of the [Glow West podcast](#) with Dr. Caroline West.

View all the “Start Here” videos on the [Active* Consent YouTube Channel](#).

To learn more about Active* Consent, USI and GRCC’s work in this area, visit:

- www.nuigalway.ie/activeconsent
- <https://usi.ie>
- <https://www.galwayrcc.org>

For more information about the “Start Here” Campaign or how to work directly with Active* Consent, email activeconsent@nuigalway.ie



Upcoming Events - Dates for your Diary:

Beliefs, Belonging and Boundaries: Towards Greater Inclusion in Contemporary Ireland

The Religions and Beliefs in Changing Times (RBCT) research team is hosting an online seminar on Wednesday 31 March. The seminar covers a range of topics including religious/belief fluidity and blended identities; Audism, the impact of BLM on Irish society/ education; religious/secular beliefs; beliefs about money; teachers' beliefs; teenagers' beliefs; heteronormativity in education, and philosophical perspectives. For the full line-up of speakers and to register click [here](#).

Trans Day of Visibility Social Campaign

Transgender Day of Visibility (TDOV) will be taking place on March 31. A worrying rise in transphobia and gender-critical narratives has been seen in Ireland in recent months, and BeLongTo and TENI witness the impact this has on the trans and non-binary young people they work with. BeLongTo and TENI are asking for support in sharing their message across social media on Wednesday, March 31st. They have worked with young trans artists based in Ireland to create a series of social media images which you can find [here](#) and share on your social channels from March 31st.

Building belonging during lockdown learning: A whole team approach.
10am – 3.30pm, Wednesday 21st April 2021

Edge Hill University Faculty of Education is very pleased to invite you to an online event:

Building belonging during lockdown learning: A whole team approach. Belonging underpins student success. The '#Ibelong' project sought to develop an evidence-informed suite of activities to improve the belonging and success of first generation entrants, ethnic minorities and students from migrant backgrounds in their HE programmes. This one-day online event will:

- Share details of the interventions developed and how they were adapted to online and blended delivery.
 - Examine the importance of working as a course team: students, mentors, programme leaders, teaching staff and managers.
- Identify the critical success factors that contribute to a sense of belonging online.
- Provide experience of some of the activities that were adapted and delivered online.

You can register for the event [here](#).

Limerick Lifelong Festival 2021

Last year we hosted a webinar, bringing professional and youth voices from the wider community together to raise awareness of their work and of the challenges being faced at the moment. This year, we are teaming with REHAB and the National Learning Network looking at inclusion for students with disabilities. More details to follow. The festival runs from 24th – 30th May 2021.

**International Day Against
Homophobia, Transphobia &
Biphobia**

Monday May 17 marks International Day Against Homophobia, Transphobia & Biphobia. We are putting together an event to mark this and will share details once it is finalised. For now, please mark it in your diary.

Training Opportunities

LinkedIn Training

A reminder that all staff have access to LinkedIn Learning. The service can be accessed using an MIC domain account and password at the following URL: <https://lnkd.in/ebqJZFw>.

There is a range of courses available covering different topics and of varying duration. You can sync to your own LinkedIn account if you have one and suggestions will also be given to you based on your profile.

Top picks for Edel

◀ Previous Next ▶

 <p>POPULAR</p> <p>▶ COURSE</p> <p>Diversity, Inclusion, and Belonging</p> <p>By: Pat Wadors</p> <p>47m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>15 Secrets Successful People Know about Time Management...</p> <p>By: getAbstract</p> <p>8m 26s</p>	 <p>FEATURED UPDATED</p> <p>▶ COURSE</p> <p>Strategic Thinking</p> <p>6 Recruiters like this</p> <p>36m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>Getting Things Done</p> <p>By: David Allen</p> <p>30m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>Learn Emotions Key Determinants</p> <p>By: Big Think</p>
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Popular on LinkedIn Learning

◀ Previous Next ▶

 <p>POPULAR</p> <p>▶ COURSE</p> <p>Influencing Others</p> <p>By: John Ullmen</p> <p>41m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>Time Management Fundamentals</p> <p>By: Dave Crenshaw</p> <p>2h 53m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>Coaching Skills for Leaders and Managers</p> <p>By: Sara Canaday</p> <p>34m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>Overcoming Procrastination</p> <p>By: Brenda Bailey-Hughes</p> <p>24m</p>	 <p>POPULAR</p> <p>▶ COURSE</p> <p>Balancing Multi-Tasking</p> <p>By: Sara Canaday</p>
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Advance HE Membership



A reminder that all MIC staff have access to a range of services and benefits as part of our Advance HE Membership package. All staff can create an account with Advance HE Connect [here](#), enabling you to connect with more than 20,000 users from 100 countries around the globe. This community platform is open to all those who work in HE and provides a space where the sector can share, connect and collaborate in one place.



MIC staff can access a range of programmes, events and conferences for 2020-2021. Advance HE have developed strands of expertise that address key areas of development and enhancement for institutions in the coming year, below. Click on each to find out more.

If you would like to know more, or have any queries about our Advance HE membership, please contact edel.foster@mic.ul.ie.

EVENTS AT MIC

MIC Goes Purple To Show Support For Inclusion Of Those With Disabilities

Inclusive Ireland Scholarship Programme launched

In February, Education in Ireland in partnership with Diversity Abroad announced the creation of the Inclusive Ireland Scholarship Programme. MIC is taking part in the initiative and look

MIC Research Project Remembers 'Times of Togetherness' through Music at Night

['Music, Memory, and the Night'](#), an audio-visual virtual event centred on musical memories of nightlife in Galway and Cork is part of a research project led by Dr Ailbhe Kenny, lecturer in music education

forward to welcoming students from all backgrounds and identities through the programme. We look forward to meeting the students when we are back on campus again. Read more [here](#).

at MIC, and Dr Katie Young, postdoctoral researcher at MIC. The event brings together four musicians and four visual artists from Black-Irish, Afro-Irish and African diasporic communities in Ireland who collaboratively explore musical memories of night spaces in Galway and Cork Read more [here](#).



Twitter Highlights:

Follow @MICAthenaSWAN on Twitter to keep up to date. Here are some of the recent twitter stories that may be of interest to you:



INTO's LGBT+Teachers group share their top picks for LWBT+ inclusive books for World Book Day.

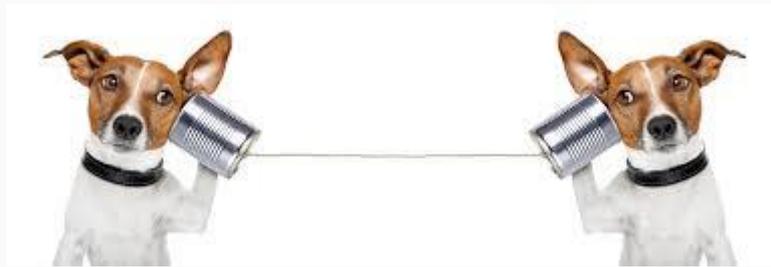


The Irish Women's Writing Network call for abstracts for the network's virtual symposium later in the year.



Launch of the Active*Consent 'Start Here' social media campaign

TALK TO US



We would love to hear from you, if you would like to know more about Athena SWAN or would like something included in the Ezine.

Contact Edel on edel.foster@mic.ul.ie or 061 204338.

Follow us on Twitter for updates [@MICAthenaSWAN](https://twitter.com/MICAthenaSWAN)

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